

Sample

# Transportation Policies

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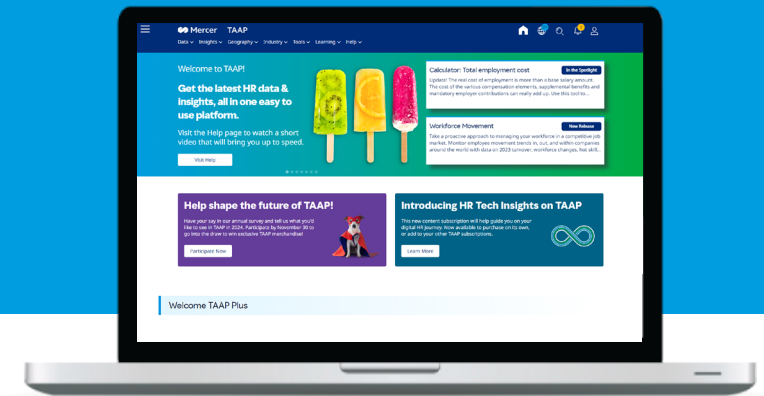
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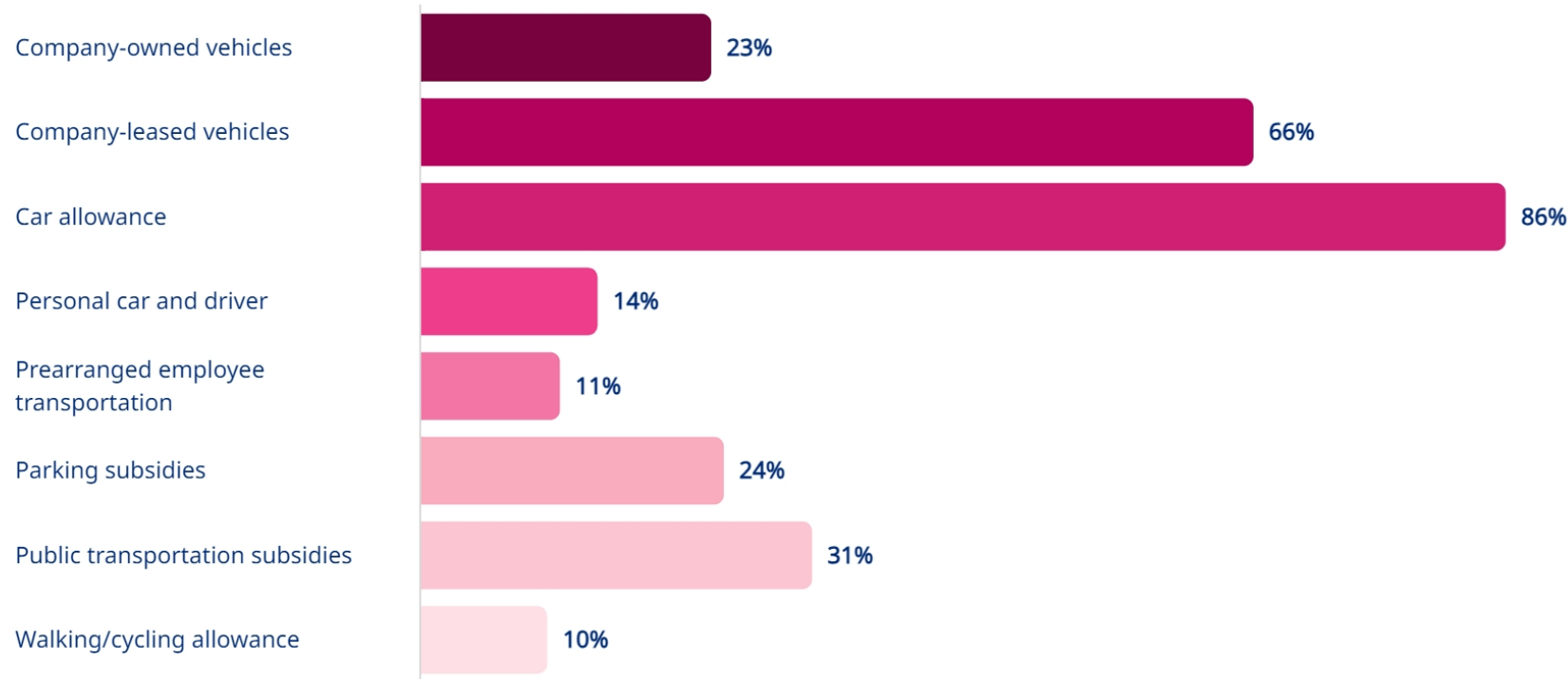
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# Overview

## Benefit eligibility overview

### Transportation benefits offered



N=66

Note: More than one response was permitted; percentages may sum to more than 100%.

Benefit eligibility overview

Transportation benefit eligibility by employee level

Benefit type	Head of organization	Executive	Management	Professional nonsales	Professional sales	N=
Company-owned vehicles	68%	99%	67%	11%	78%	9
Company-leased vehicles	75%	91%	84%	27%	75%	55
Car allowance	80%	85%	85%	36%	57%	61
Personal car and driver	60%	10%	80%	10%	70%	10
Parking subsidies	94%	100%	100%	75%	88%	16
Public transportation subsidies	55%	65%	70%	95%	60%	20
Walking/cycling allowance	80%	100%	60%	60%	60%	5

Note: More than one response was permitted; percentages may sum to more than 100%.

## Overview

Last updated: May 08, 2024

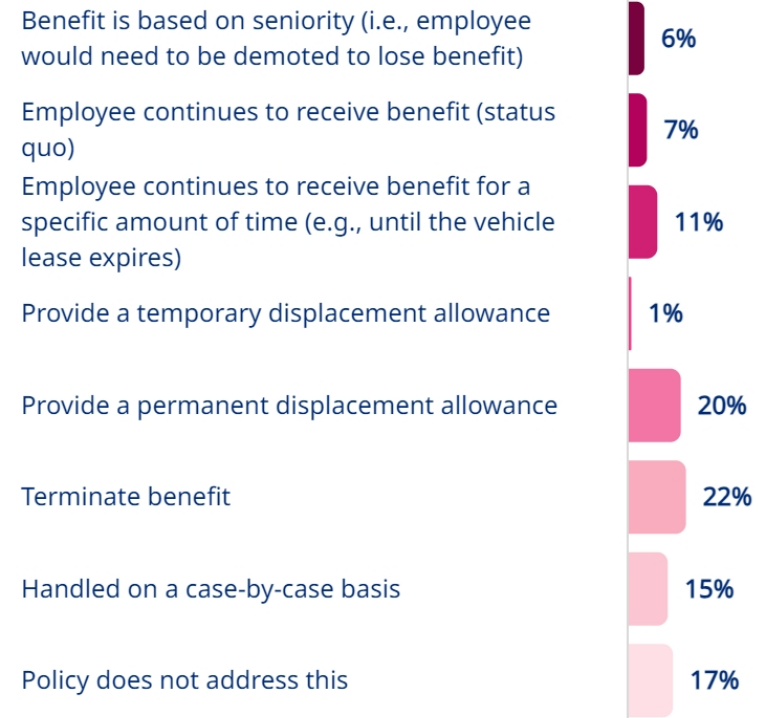
### Benefit eligibility criteria

#### Reasons for providing a transportation benefit

Eligibility criteria	Percentage of companies
Business need (e.g., sales position)	82%
Job level or grade	80%
Market competitiveness	31%
Status/seniority	38%
Limited or no availability of public transportation	13%
Employee safety concerns	7%
International mobility/expatriate employee	23%
N=	71

Note: More than one response was permitted; percentages may sum to more than 100%.

#### Policy for employees that transition from a transportation benefit eligible position to a noneligible position



N=65

Benefit eligibility criteria

Factors considered when determining business need for a transportation benefit

Factors considered	Percentage of companies
Necessity of a car (e.g., sales role with frequent road travel requirements)	81%
Minimum annual business mileage	47%
Percentage of time absent from office on company business	19%
Number of locations employee must visit on regular basis	10%
N=	55

Note: More than one response was permitted; percentages may sum to more than 100%.

# Green policies

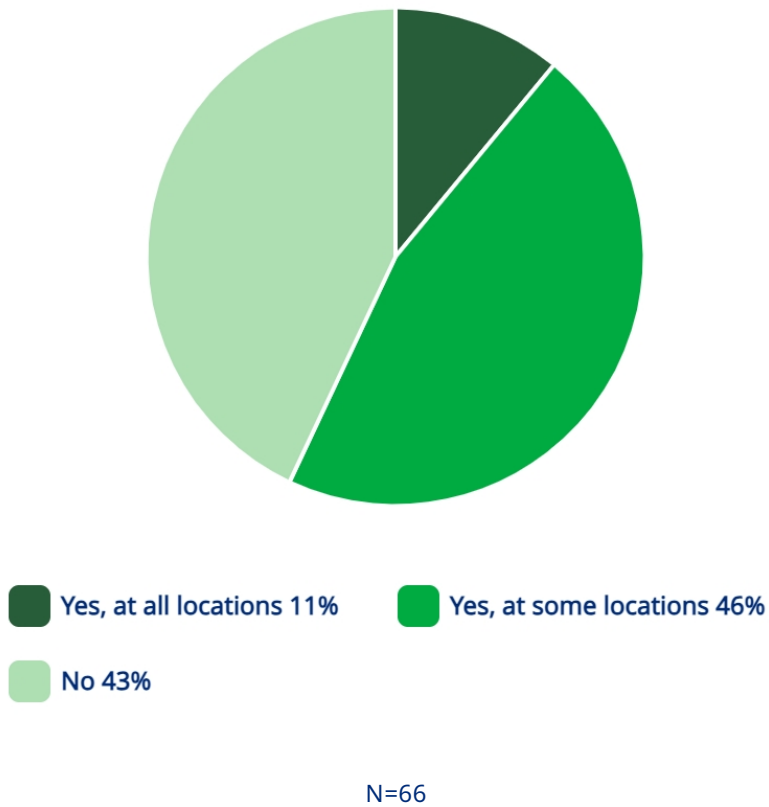
## Steps taken toward a greener car benefit program

Action taken	Implemented	Plan to implement	No plans to implement	N=
Limit/reduce the number of company cars	39%	11%	50%	28
Add hybrid vehicles to company car fleet	55%	22%	24%	11
Add electric vehicles to company car fleet	52%	30%	19%	24
Promote the use of public transport by offering subsidies or allowances	24%	30%	46%	20
Actively promote other transportation (e.g., car pools and bicycles)	31%	33%	36%	28
Limit vehicle options to those with lower CO2 emissions	52%	18%	30%	44

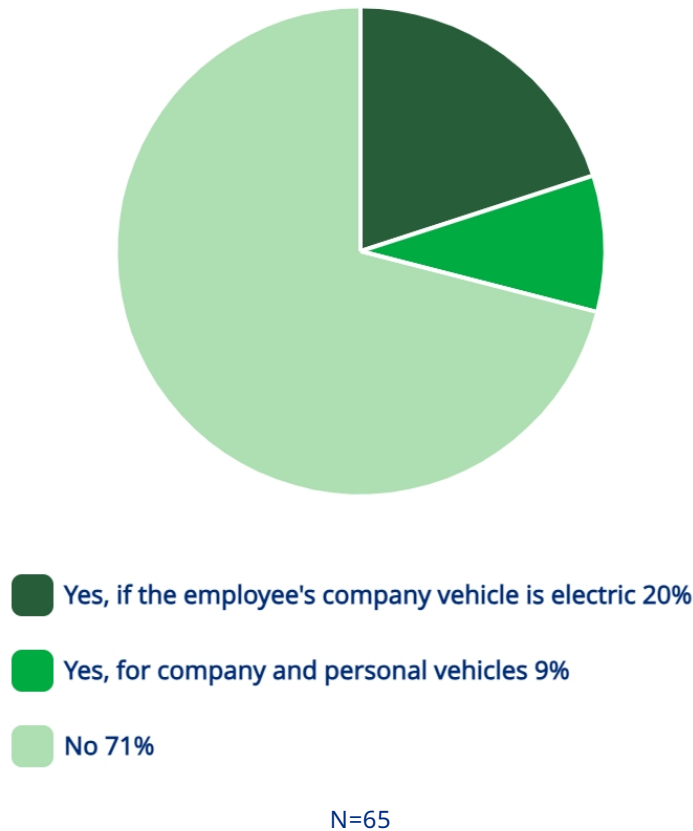
Green policies

Last updated: May 08, 2024

Charging stations for electric vehicles at offices

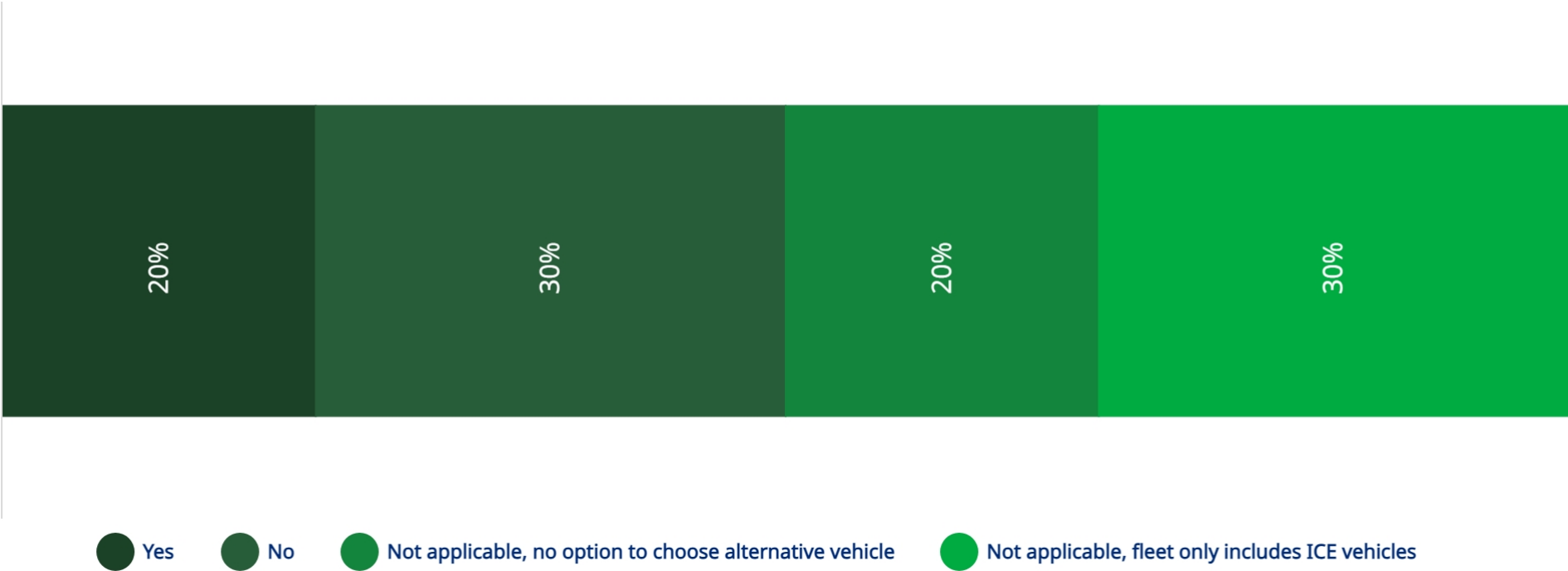


Cover the setup costs of electric vehicle charging station at employee's home





Additional monetary incentives to encourage use of hybrid or electric vehicles



N=15

# Company-owned vehicles

## Vehicle category information

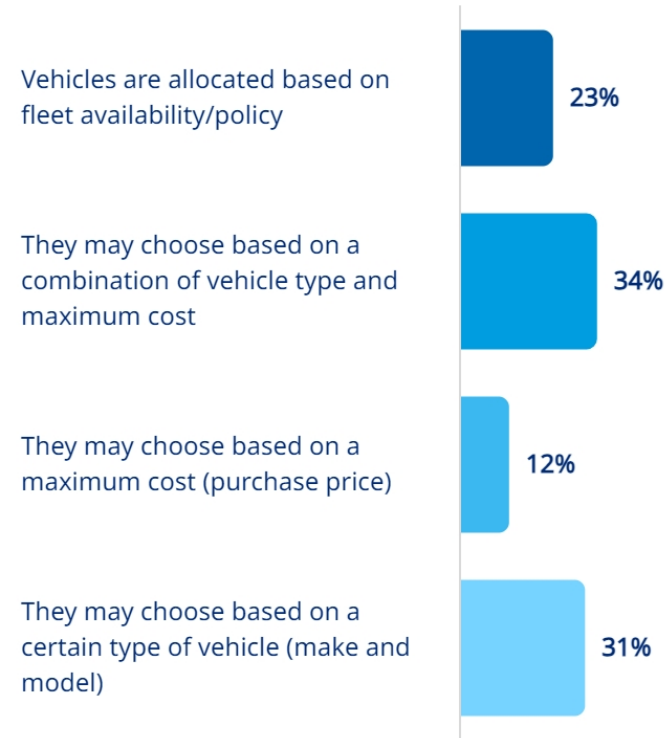
### Types of vehicles in company-owned fleet

Category	Electric	Hybrid	Internal combustion engine (ICE)
Compact/economy	72%	83%	73%
Standard/midsize	83%	63%	80%
Full size	71%	79%	79%
Sports/convertible	60%	65%	65%
Luxury/premium	86%	43%	83%
Sports utility vehicle (SUV)	88%	75%	85%
Minivan/people carrier	65%	65%	50%

N=12

Note: More than one response was permitted; percentages may sum to more than 100%.

### Employee's ability to choose their vehicle



N=13

Company-owned vehicles

Last updated: May 08, 2024

Vehicle category information

Vehicle category provided to each employee level

Vehicle category	Head of organization	Executive	Management	Professional nonsales	Professional sales
Compact/economy	40%	53%	83%	–	57%
Standard/midsize	57%	61%	67%	–	86%
Full size	50%	71%	50%	–	29%
Sports/convertible	17%	29%	0%	–	0%
Luxury/premium	50%	29%	17%	–	14%
Sports utility vehicle (SUV)	13%	39%	33%	–	29%
Minivan/people carrier	0%	0%	17%	–	29%
N=	6	7	6	–	7

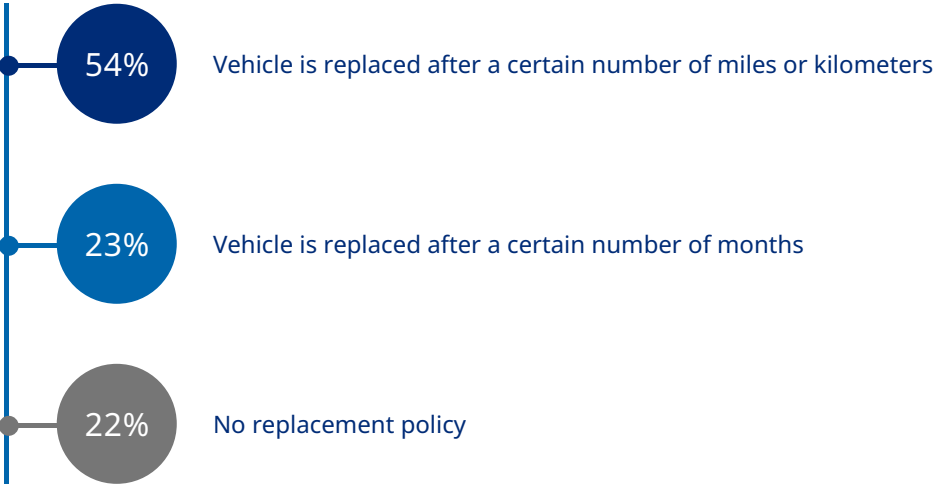
Note: More than one response was permitted; percentages may sum to more than 100%.

Company-owned vehicles

Last updated: May 08, 2024

Vehicle replacement policies

Policy for replacing a company-owned vehicle



N=13

Company-owned vehicles

Last updated: May 08, 2024

Vehicle replacement policies

Mileage/kilometer threshold for vehicle replacement

Threshold	Percentage of companies
0–60,000 mi or 0–100,000 km	10%
60,001–75,000 mi or 100,001–125,000 km	20%
75,001–90,000 mi or 125,001–150,000 km	20%
90,001–105,000 mi or 150,001–175,000 km	20%
105,001–120,000 mi or 175,001–200,000 km	20%
More than 120,000 mi or 200,000 km	10%
N=	30

Frequency of vehicle replacement

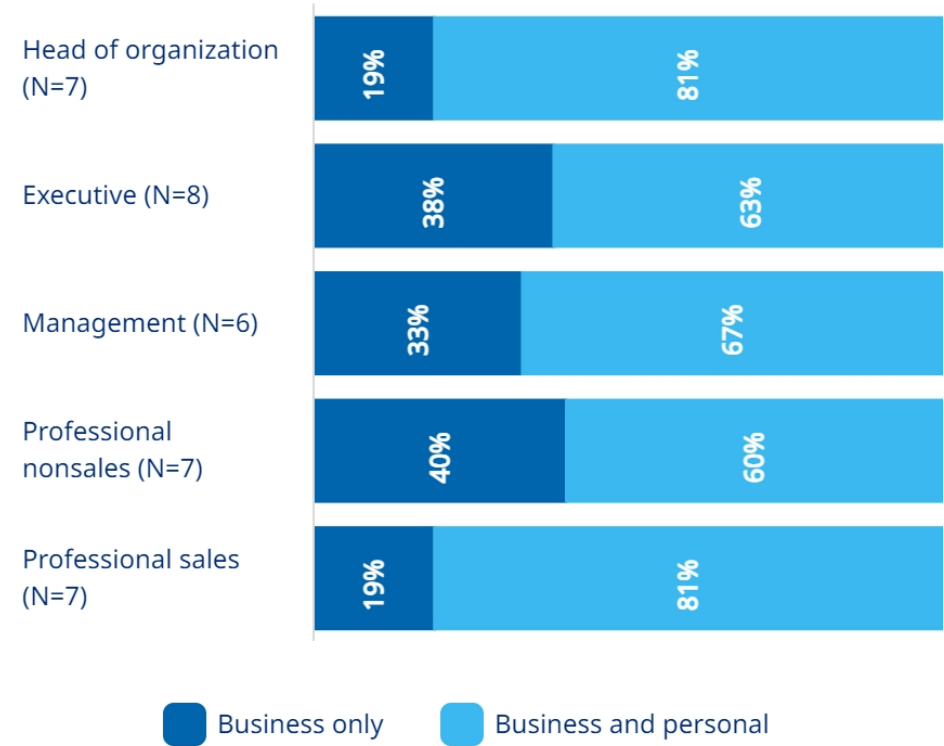
Threshold	Percentage of companies
12 months or less	20%
13–24 months	10%
25–36 months	10%
37–48 months	10%
49–60 months	10%
More than 60 months	40%
N=	20

Company-owned vehicles

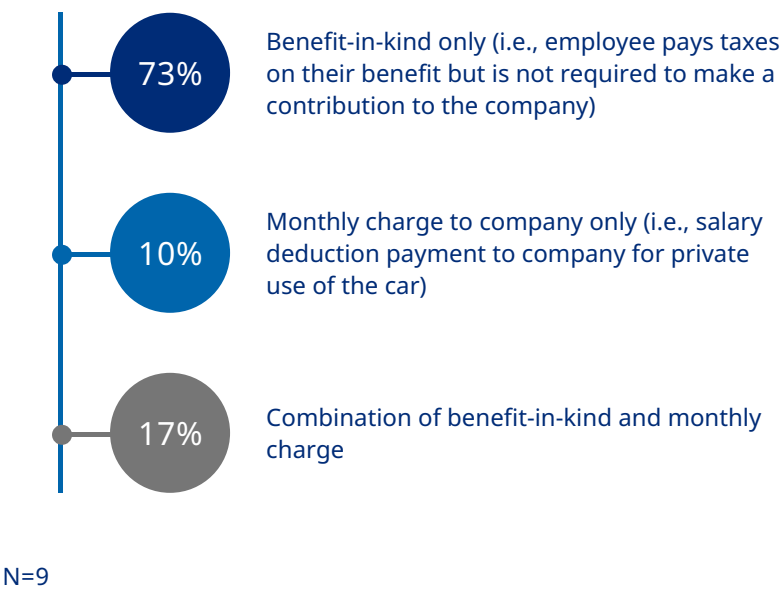
Last updated: May 08, 2024

Vehicle use and expenses

Intended use of company-owned vehicle



Method of charging employees for private use of vehicle



Company-owned vehicles

Last updated: May 08, 2024

Vehicle use and expenses

Policy for covering vehicle-related expenses

Expense type	All	Some	None	Varies by employee level	N=
Fuel costs	40%	48%	0%	11%	9
Insurance	77%	12%	11%	0%	19
Maintenance	78%	22%	0%	0%	9
Tax-related costs	44%	22%	22%	11%	9

# Company-leased vehicles

## Vehicle category information

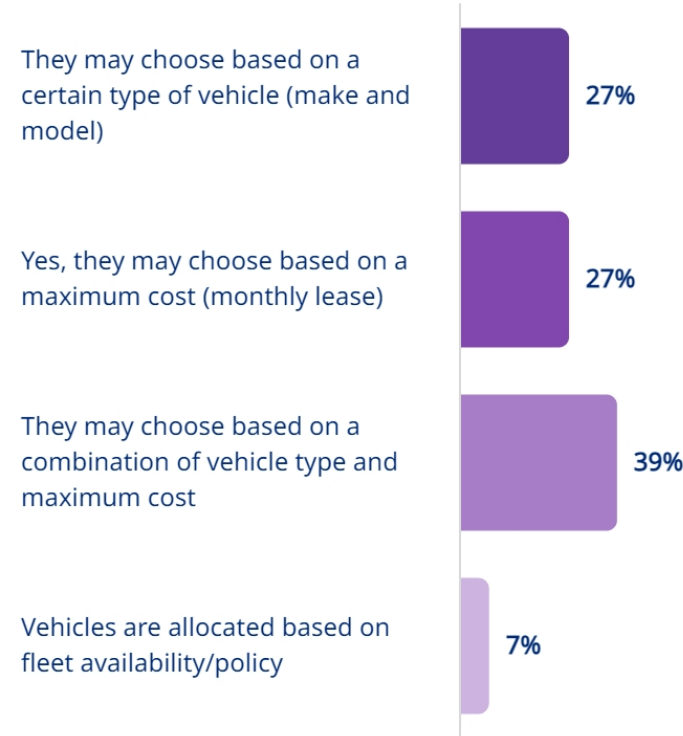
### Types of vehicles in company-leased fleet

Category	Electric	Hybrid	Internal combustion engine (ICE)
Compact/economy	72%	83%	73%
Standard/midsize	83%	63%	80%
Full size	71%	79%	79%
Sports/convertible	60%	65%	65%
Luxury/premium	86%	43%	83%
Sports utility vehicle (SUV)	88%	75%	85%
Minivan/people carrier	65%	65%	50%

N=54

Note: More than one response was permitted; percentages may sum to more than 100%.

### Employee's ability to choose their vehicle



N=57



Company-leased vehicles

Last updated: May 08, 2024

Vehicle category information

Vehicle category provided to each employee level

Vehicle category	Head of organization	Executive	Management	Professional nonsales	Professional sales
Compact/economy	24%	66%	43%	63%	68%
Standard/midsize	59%	51%	75%	78%	82%
Full size	87%	71%	88%	63%	55%
Sports/convertible	5%	5%	8%	0%	5%
Luxury/premium	54%	41%	23%	0%	5%
Sports utility vehicle (SUV)	56%	44%	40%	29%	32%
Minivan/people carrier	10%	12%	13%	6%	13%
N=	59	41	30	16	38

Note: More than one response was permitted; percentages may sum to more than 100%.

Company-leased vehicles

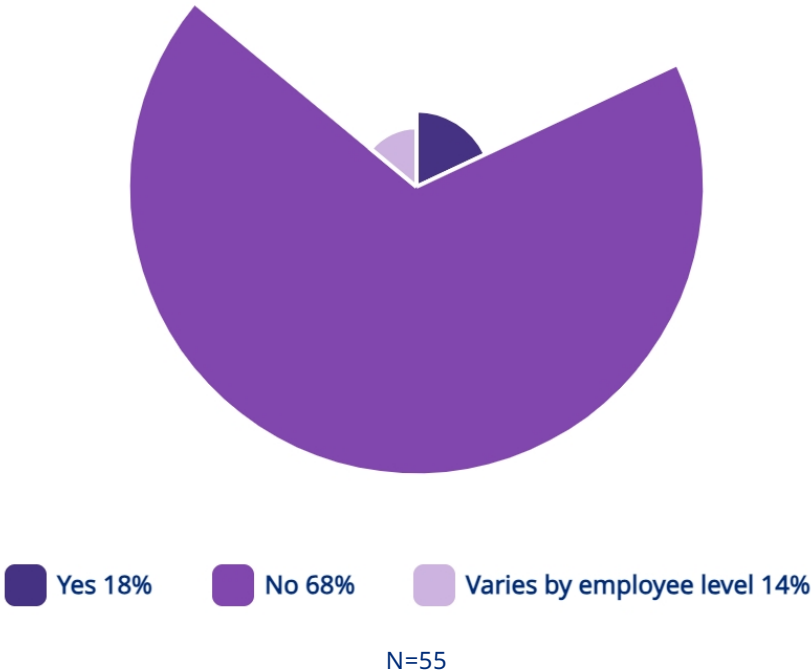
Last updated: May 08, 2024

Vehicle replacement policies

Typical length of vehicle lease

Length of lease	Percentage of companies
12 months or less	10%
13-24 months	6%
25-36 months	10%
37-48 months	46%
49-60 months	12%
More than 60 months	12%
Varies by employee level	4%
N=	14

Employees permitted to purchase the vehicle at the end of lease agreement



Company-leased vehicles

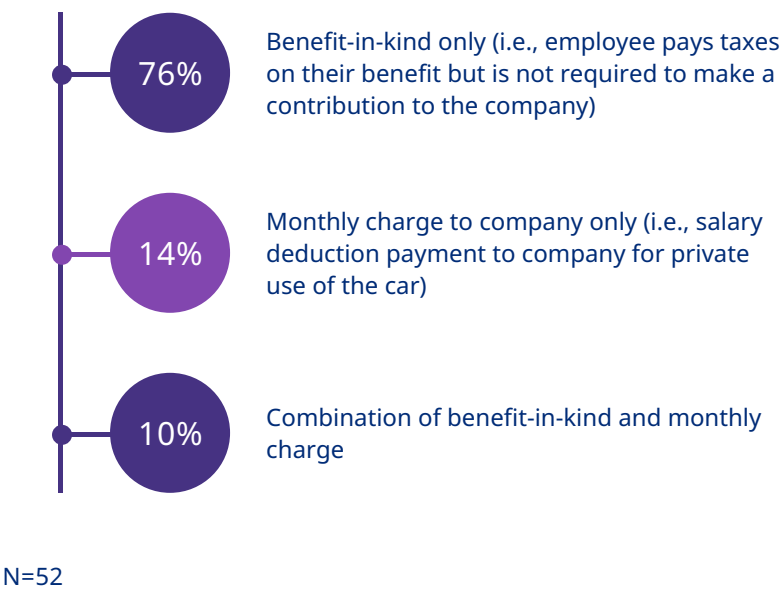
Last updated: May 08, 2024

Vehicle use and expenses

Intended use of company-leased vehicle



Method of charging employees for private use of vehicle



Company-leased vehicles

Last updated: May 08, 2024

Vehicle use and expenses

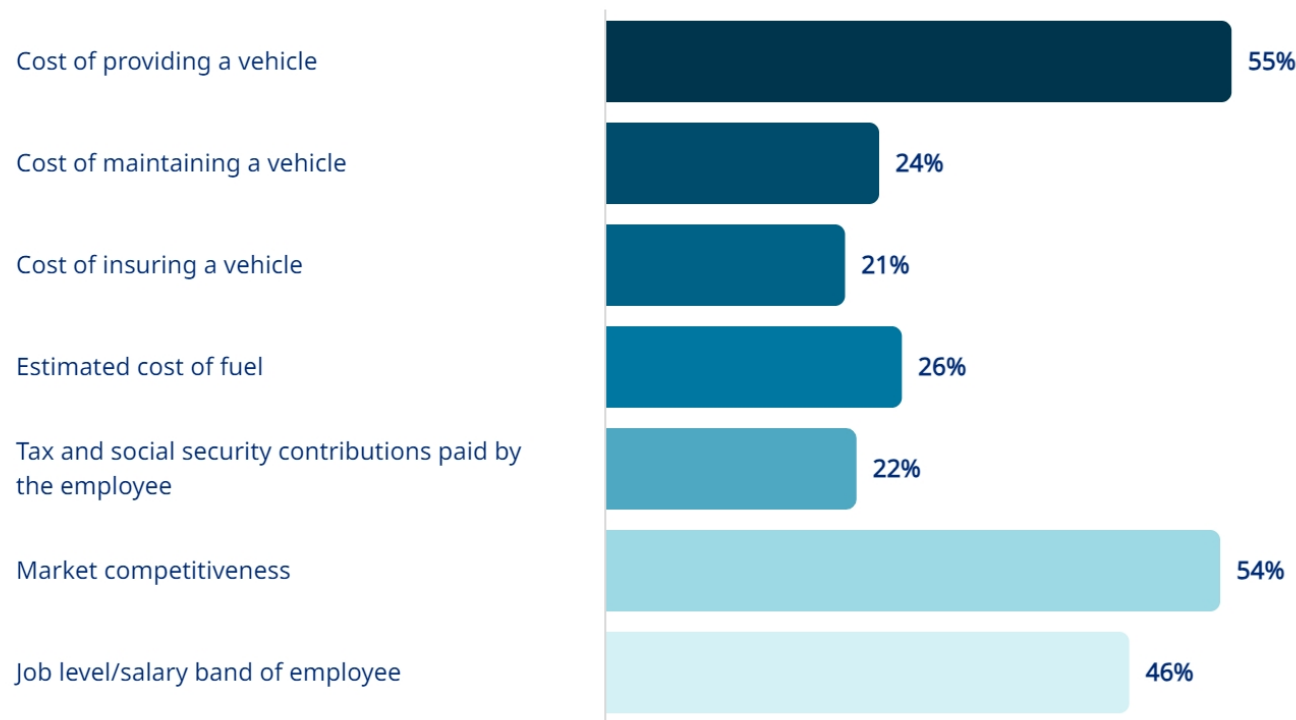
Policy for covering vehicle-related expenses

Expense type	All	Some	None	Varies by employee level	N=
Fuel costs	54%	31%	4%	11%	53
Insurance	52%	36%	8%	4%	43
Maintenance	74%	20%	4%	2%	40
Tax-related costs	63%	19%	15%	2%	42

# Car allowance

## Determining the allowance amount

### Factors considered when calculating car allowance amount



N=50

Note: More than one response was permitted; percentages may sum to more than 100%.

Car allowance

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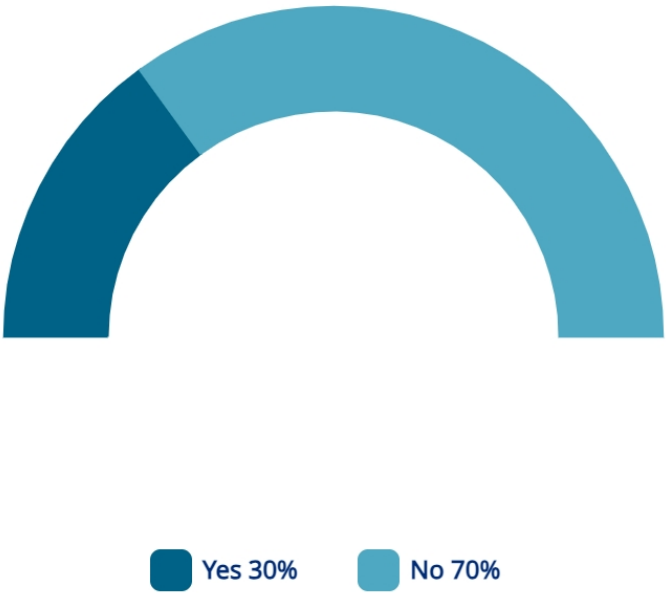
Determining the allowance amount

Employee may choose an allowance instead of a vehicle



N=52

Employee must use car allowance toward cost of a vehicle



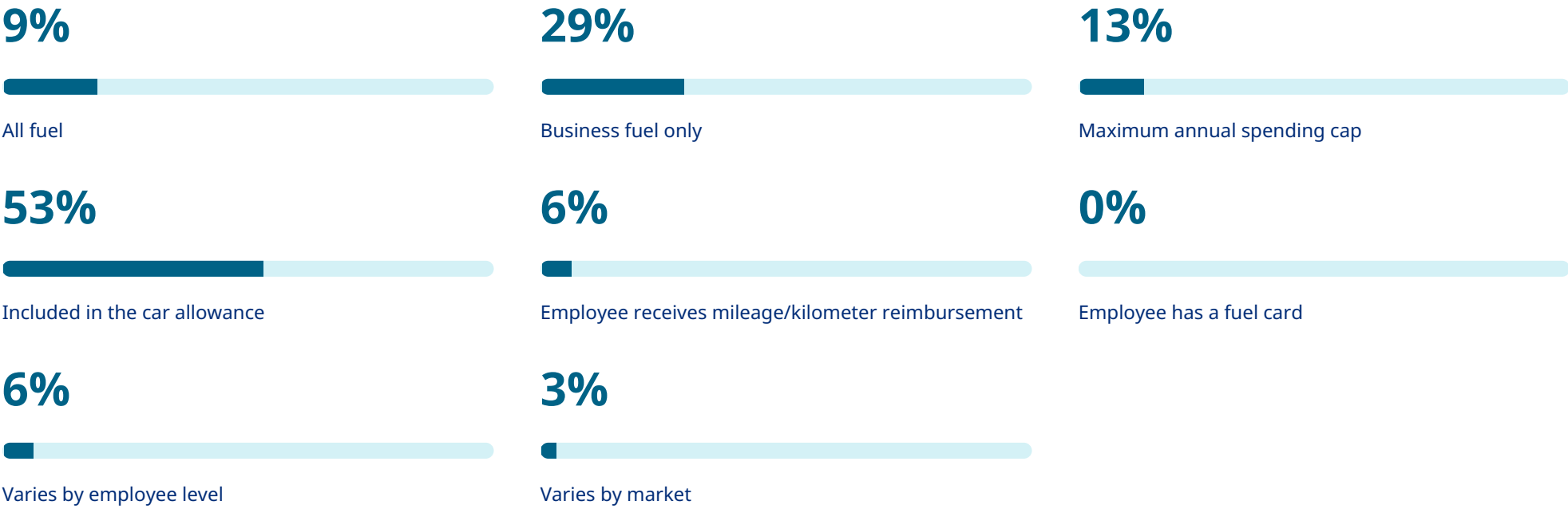
N=50

Car allowance

Last updated: May 08, 2024

Reimbursement of expenses

Reimbursement of fuel costs for employees with a car allowance



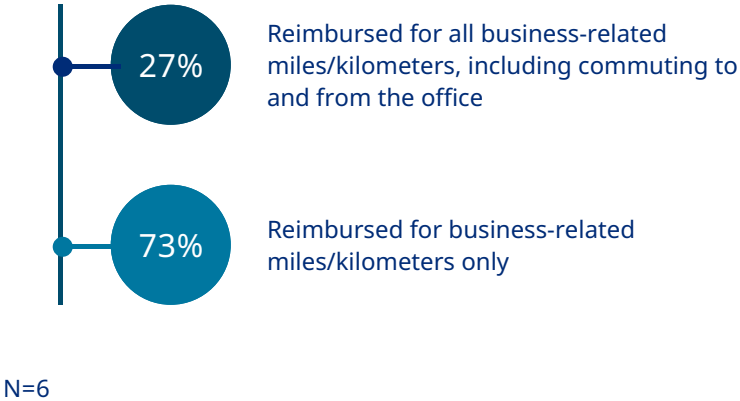
N=50

Car allowance

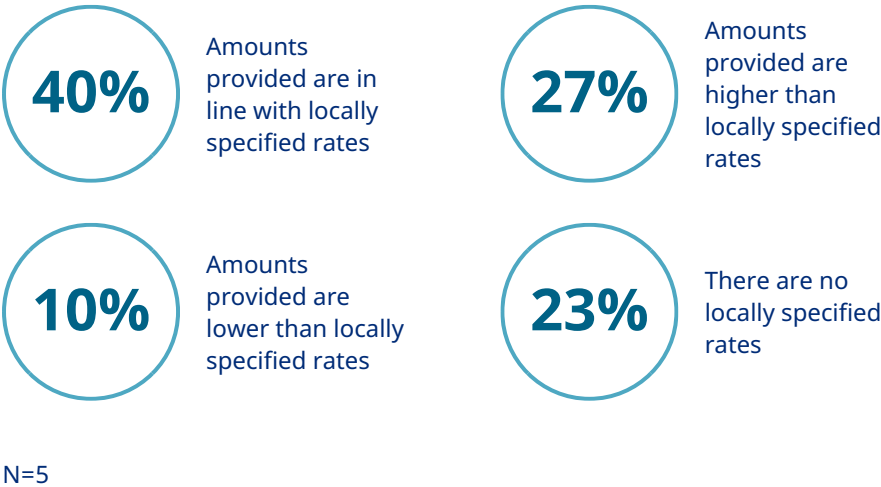
Last updated: May 08, 2024

Reimbursement of expenses

Reimbursement for mileage/kilometer for employees with a car allowance



Mileage/kilometer reimbursement versus local statutory requirements for employees with a car allowance





Car allowance

Last updated: May 08, 2024

Reimbursement of expenses

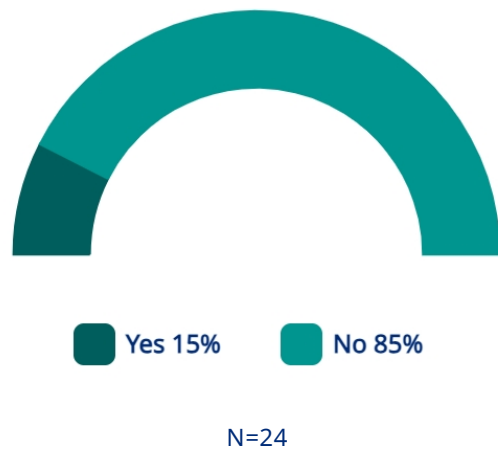
Reimbursement of other vehicle expenses for employees with a car allowance

Expense	All	Some	None	N=
Maintenance	13%	15%	72%	59
Insurance	13%	17%	70%	59
Tax-related costs	13%	20%	66%	59

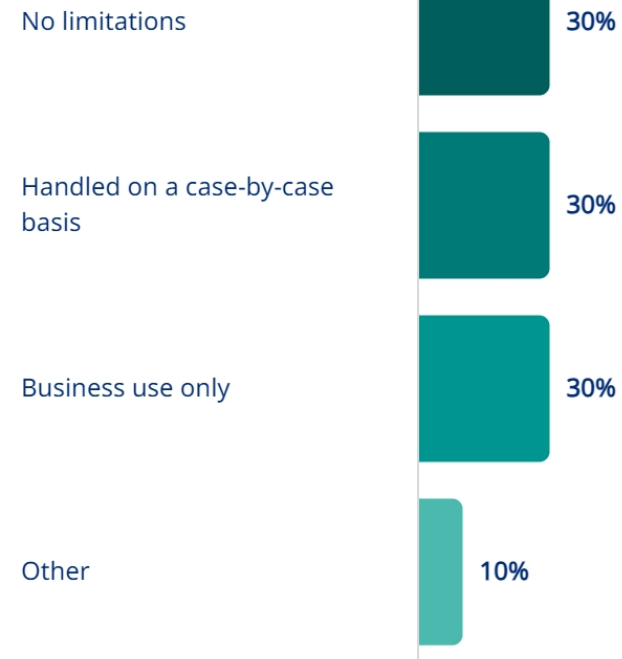
# Other transportation

## Personal car and driver

### Benefit provided



### Limitations of employee's use of personal car and driver



Other transportation

Last updated: May 08, 2024

Personal car and driver

Reasons for providing this benefit

Reason	Percentage of companies
Market competitiveness	10%
Status/seniority	10%
Limited or no availability of public transportation	10%
Employee safety concerns	30%
International mobility/expatriate employee	20%
Spouse/family of international mobility/expatriate employee	10%
Other	10%
N=	10

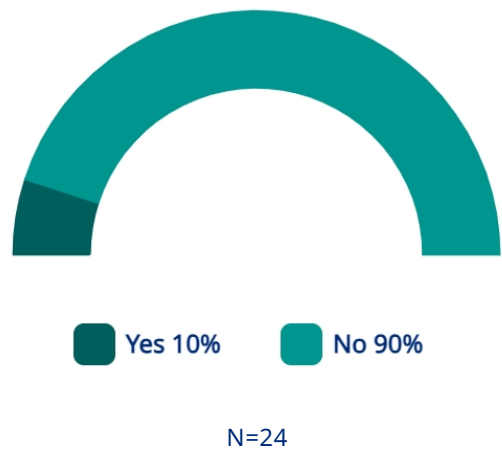
Note: More than one response was permitted; percentages may sum to more than 100%.

Other transportation

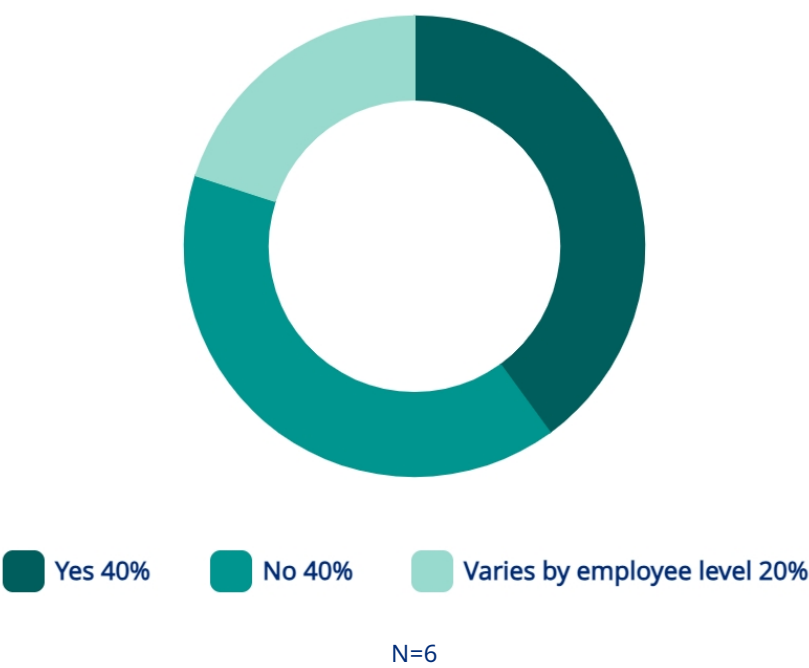
Last updated: May 08, 2024

Prearranged employee transportation

Benefit provided



Transportation is provided as a shared service among employees (one taxi transports several employees)



Other transportation

Last updated: May 08, 2024

Prearranged employee transportation

Reasons for providing this benefit

Reason	Percentage of companies
Market competitiveness	19%
Status/seniority	24%
Limited or no availability of public transportation	47%
Employee safety concerns	24%
International mobility/expatriate employee	19%
Spouse/family of international mobility/expatriate employee	24%
Other	0%
N=	17

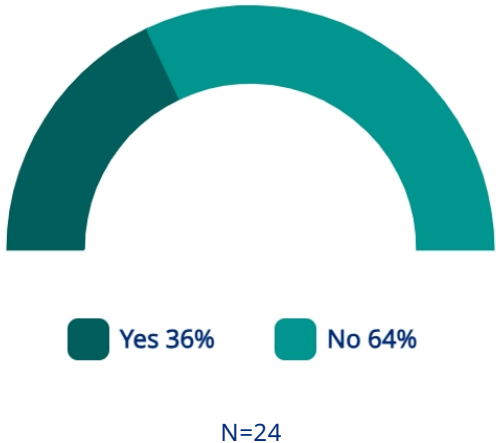
Note: More than one response was permitted; percentages may sum to more than 100%.

Other transportation

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Parking subsidies

Benefit provided



Cost of parking fully covered by company

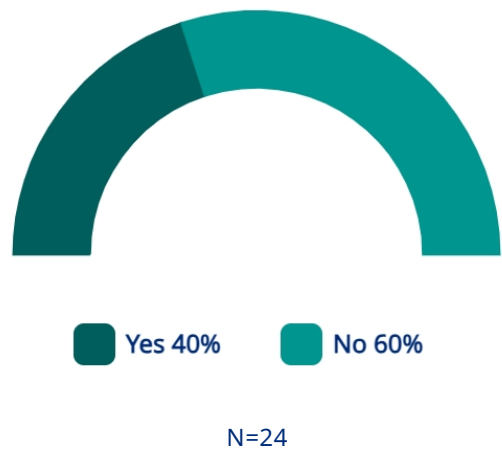


Other transportation

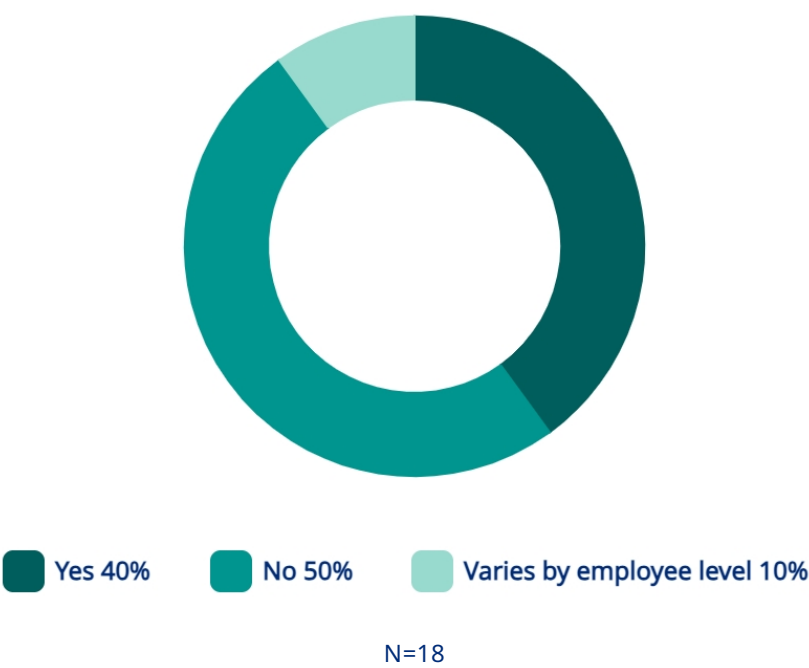
Last updated: May 08, 2024

Public transportation subsidies

Benefit provided



Benefit covers 100% of public transportation cost



Other transportation

Last updated: May 08, 2024

Public transportation subsidies

Delivery method for providing this benefit

Delivery method	Percentage of companies
Company provides annual or monthly transit passes	20%
Employee receives an allowance to cover or supplement their costs	35%
Employee may choose an annual/monthly transit pass or an allowance	15%
Other	20%
N=	30

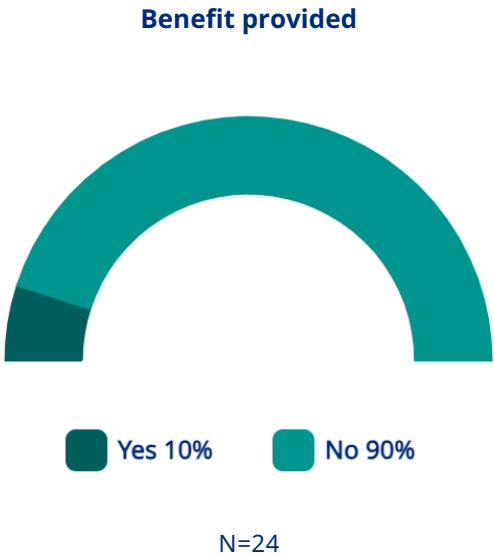
Note: More than one response was permitted; percentages may sum to more than 100%.



Other transportation

Last updated: May 08, 2024

Walking or cycling allowance



Delivery method for providing this benefit

Delivery method	Percentage of companies
Flat amount paid to employee	33%
Amount paid based on distance of commute	39%
Subsidy provided to purchase a bicycle	40%
Employees have access to company-provided bicycles	3%
Other	0%
N=	7

Note: More than one response was permitted; percentages may sum to more than 100%.

# Methodology

This section provides information on the methods of collecting, collating, and analyzing data for this product. You will also find notes on exceptions and exclusions in the data, information on data sources and relevant equations.

## Data collection

Data for this publication were collected from the following sources:

- Mercer's Transportation Policies Survey

The survey was open to all companies that offer car or alternate transportation benefits and have operations in at least one of the markets included in the survey.

Note: Participants completed questions that were applicable to their policies; therefore, sample sizes vary by question. Keep sample size in mind when making decisions; a small sample size may not be a true reflection of the market.

## Data analysis

### Statistics

The following statistics are presented in this report:

- Prevalence: The percentage of companies that provided a response to a question with a defined number of options to choose from. For example, a single response question or a multiple response (select all that apply) style question.
  - In single response questions, the sum of all responses may not equal 100% due to rounding.
  - In multiple response questions, the sum of all responses will be greater than 100%.
- N or sample size: The number of companies that reported data for the statistic.
- En dash or “–”: The sample is too small to provide the statistic.

## Data masking

To ensure the confidentiality of all companies that provide data to Mercer's surveys, statistics have been masked by displaying an en dash or “–” when minimum sample sizes are not met. A minimum of five data points are required to report the results.

## Methodology

### Data exceptions and notes

For China, data were collected for Beijing and Shanghai.

Data for hybrid, electric and internal combustion engine (ICE) vehicles were not collected separately prior to 2024. An internal combustion engine (ICE) vehicle is powered by an oil-based fuel such as petrol (gasoline) or diesel.

### Participant list

Click [here](#) to access the participant list.



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